

Motivational Interviewing

Enhancing readiness to
change

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Learning Objectives

By the end of the session, participant will be able to...

- Explain the spirit of motivational interviewing
- Identify and expand on the importance of change talk
- Demonstrate the use of a tool to measure readiness
- Begin to develop next steps for applicability of MI in participants drug court

MI: Definition & Spirit

Definition: MI is a client-centered, directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence.

First Developed: 1983 by William Miller in the treatment of problem drinkers, further concepts were later elaborated on by Bill Miller and Stephen Rollnick in 1991.

Spirit: Collaboration, evocation, autonomy

MI: Spirit

- Collaboration - Partnerships
- Evocation – Listening & Eliciting
- Autonomy – The ability to chose

It is the professionals responsibility to respect the clients ability to choose.

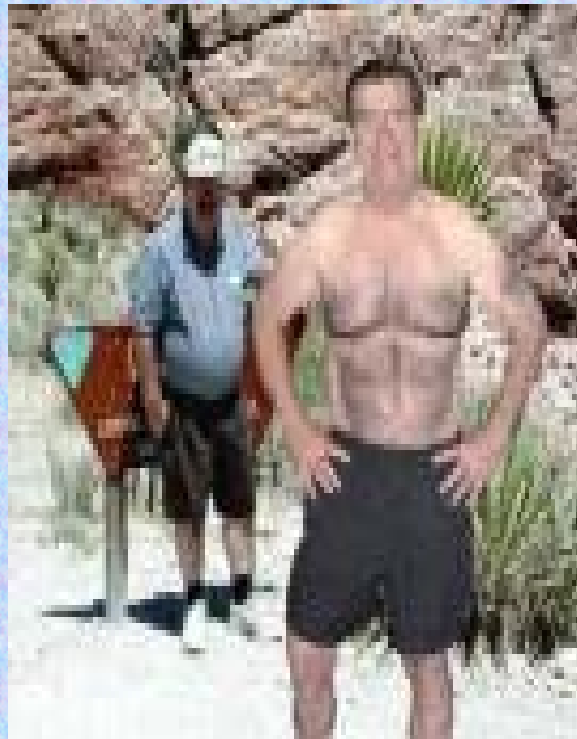
Goal of MI

- To create and amplify discrepancy between present behavior and broader goals.

How?

- Create cognitive dissonance between where one is and where one wants to be.

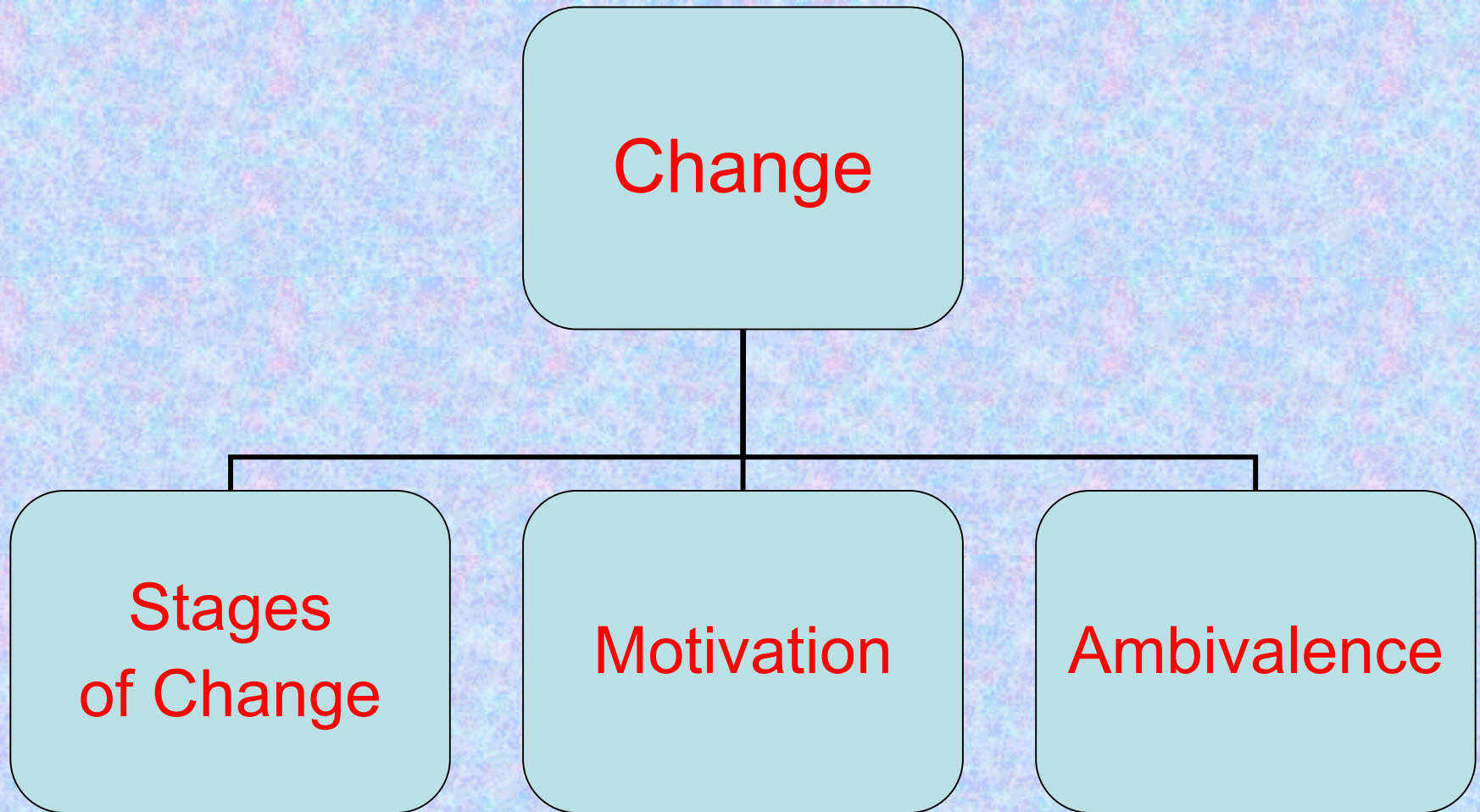
Cognitive Dissonance



Group Exercise

Think about a behavior that you have been considering changing, but about which you have conflicting feelings about the change.

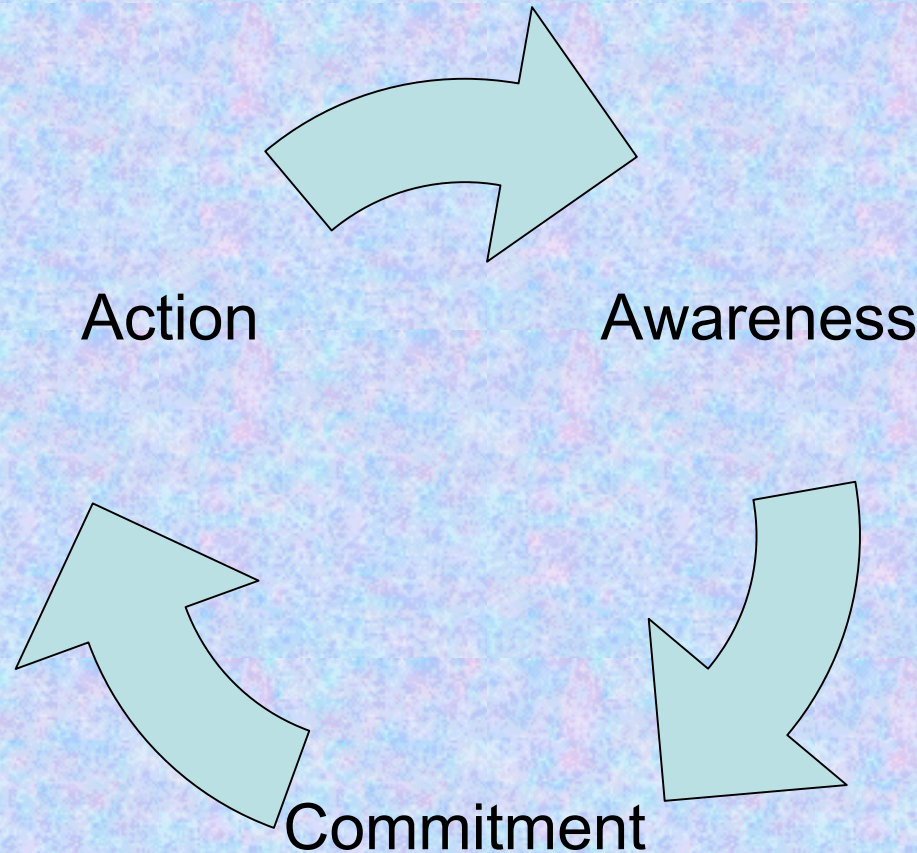
The Change Process: Important Elements of MI



Change Basics

- The model reflects how change occurs
 - 1) naturally
 - 2) with therapeutic interventions
- The change process in both cases is **VERY SIMILAR.**

Readiness to Change



Miller and
Rollnick

Ambivalence

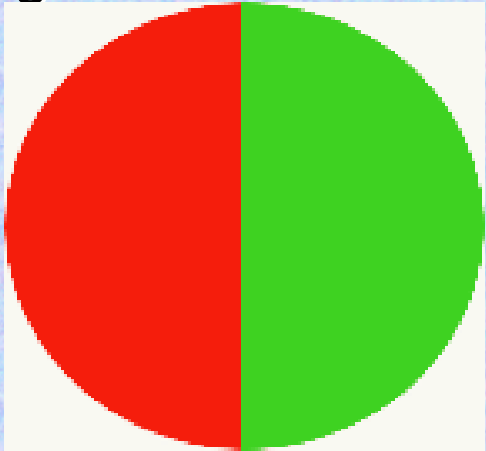


A state of mind in which a person has coexisting but conflicting feelings, thoughts, and actions about something

The “I do but I don’t” dilemma

Ambivalence

Want to
Change



Don't
want to
change

- **Ambivalence is normal.**
- **Feeling two ways about something.**

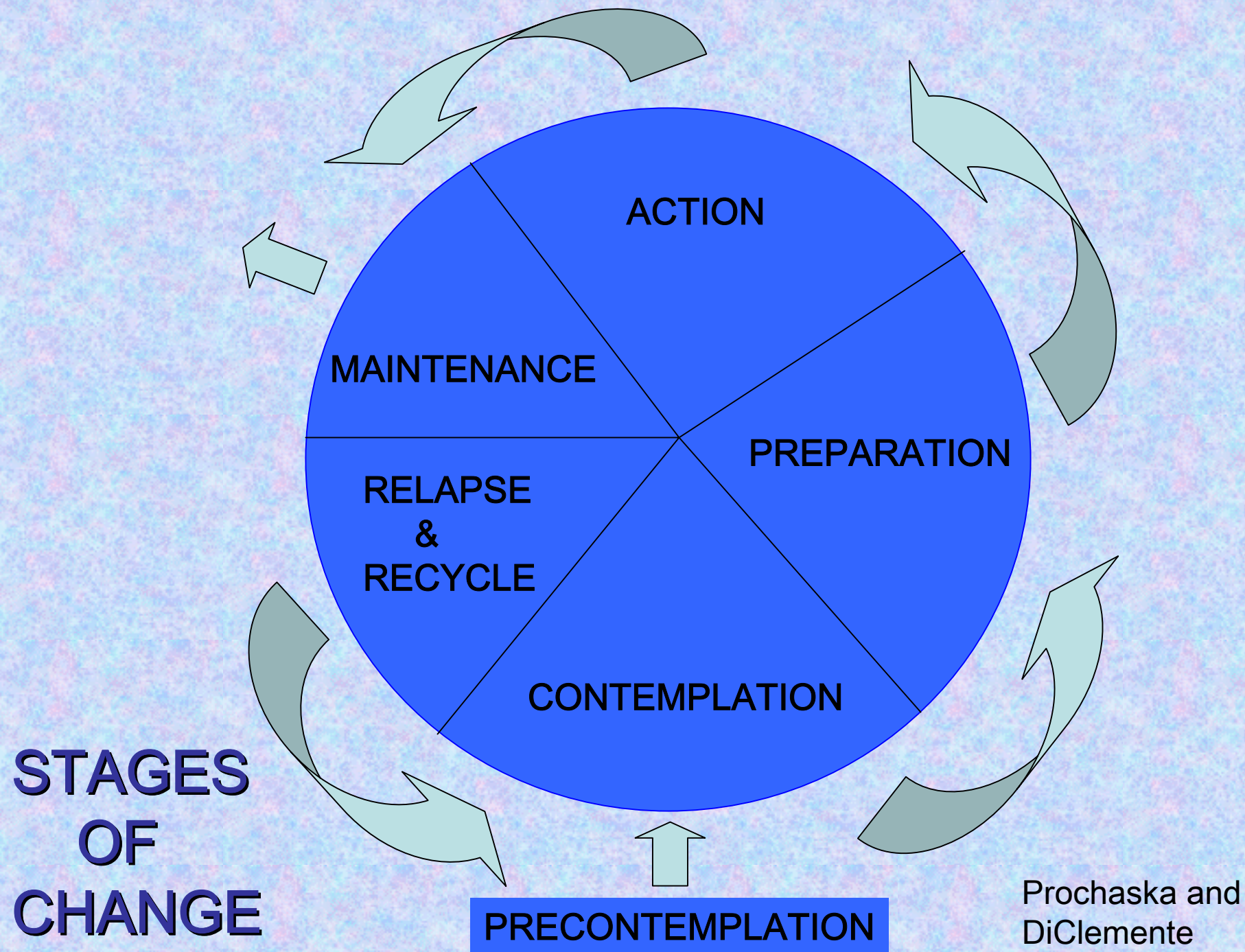
Group Exercise

Think back to the behavior that you have been considering changing, but about which you are ambivalent.

- How long have you been considering changing this behavior?
- What has stopped you from making the change?
- What would need to happen for you to make the change?

Change Basics

- Framework for conceptualizing intentional human behavior change.
- It is a model of change, not psychopathology.
- Change is viewed as progressive, not as changed or not; a process, not an outcome.



Stages of Change Model

- ***Precontemplation:*** Entry point to the process of change. Person is not yet considering the possibility of change. Does not see themselves as having a problem.
- ***Therapeutic tasks:*** Provide information and feedback to raise awareness of the problem and the possibility of change; raise doubt; increase perception of risks and problems.

Stages of Change Model

- ***Contemplation:*** Characterized by ambivalence; both considers and rejects change. Seesaws between reasons to change and reasons to stay the same.
- ***Therapeutic tasks:*** Tip the balance in favor of change; evoke reasons to change; risks of not changing; strengthen client's belief that change is possible.

Stages of Change Model

- ***Preparation:*** Characterized by accepting the need to change; to do something about the problem. At this point, either enters into action or slips back into contemplation.
- ***Therapeutic tasks:*** Help the client determine the best course of action to take in seeking change. Help find a change strategy that is acceptable, accessible, appropriate and effective.

Stages of Change Model

- **Action:** The person is engaging in particular actions to bring about change (e.g., treatment). The goal is to produce change in the problem areas.
- **Therapeutic tasks:** Help the client take steps toward change.

Stages of Change Model

- ***Maintenance:*** Maintaining the changed behavior; avoiding the problem behavior. The challenge is to sustain the change accomplished by previous action and to prevent relapse.
- ***Therapeutic tasks:*** Help the client to identify and use strategies to prevent relapse.

Stages of Change Model

- ***Relapse/Recycle:*** A reversion back to problem behavior. Normal, expected occurrences as a person seeks to change any long-standing pattern.
- ***Therapeutic tasks:*** Help the client to renew the process of contemplation, determination, and action without becoming stuck or demoralized because of relapse.

Ethel

The Stages of Change













Stages of Change and Counselor Tasks

PRECONTEMPLATION	Raise doubt - Increase the client's perception of risks and problems with current behavior
CONTEMPLATION	Tip the decisional balance - Evoke reasons for change, risks of not changing; Strengthen client's self-efficacy for change of current behavior
PREPARATION	Help the client to determine the best course of action to take in seeking change; Develop a plan
ACTION	Help the client implement the plan; Use skills; Problem solve; Support self-efficacy
MAINTENANCE	Help the client identify and use strategies to prevent relapse; Resolve associated problems
RELAPSE	Help the client recycle through the stages of contemplation, preparation, and action, without becoming stuck or demoralized because of relapse

Knowing About Stages Of Change

- Most people are in the midst of changing more than one behavior at a time
- Experience the thoughts, feelings and behaviors related to different stages for different issues.
- Even for one behavior, stage may fluctuate
- We say someone is “in” a stage for practical purposes

Activity

- Take a few minutes in groups of 3 and talk about the thing you have been thinking of changing.
- Discuss what stage of change would you place yourself in and why?

40-40-20 Rule

In the population at large, for any behavioral problem,

- 40% are in precontemplation
- 40% are in contemplation
- 20% are in preparation or action

*Prochaska and DiClemente, 1998

When is a client considered motivated?

- Agrees with the therapist's view
- Accepts the counselor's diagnosis
- States a desire for help
- Shows distress, depends on therapist
- Complies with treatment
- Has a successful outcome

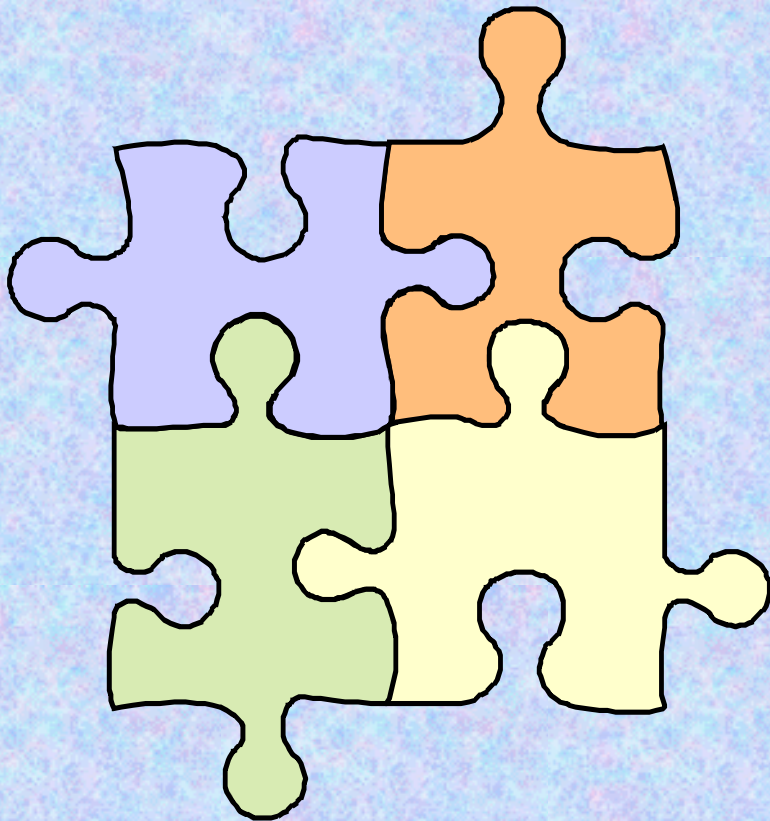
Motivation is influenced by...

- Counselor Style
 - Miller, Benefield and Tonigan, 1993
- Counselor Expectancies
 - Leake & King, 1977
 - Biases toward clients
- Client Expectancies
 - Self change literature

Dancing Not Wrestling



Four Principles of Motivational Interviewing



- Express empathy
- Roll with resistance
- Develop Discrepancy
- Promote self-efficacy & change

Express Empathy

- Acceptance facilitates change.
- Skillful reflective listening is fundamental.
- Ambivalence is normal.



Traps/ Pitfalls

- **Question-Answer**
- **Confrontation-Denial**
- **Expert Trap**
- **Labeling Trap**
- **Premature Focus**
- **Blaming Trap**

Develop Discrepancy



- Amplify cognitive dissonance.
- Difference between where one is and where one wants to be.
- Awareness of consequences is important.
- Encourage client to present reasons for change. Elicit self-motivational statements.

Decisional Balance

<p>The good things about _____ .</p>	<p>The not-so-good things about _____ .</p>
<p>The good things about changing _____.</p>	<p>The not-so-good things about changing _____.</p>

Decisional Balance

Exemplifies...

- Ambivalence is part of the picture.
- Clients have good reasons to keep doing a behavior and to quit doing a behavior.
- Resolving this ambivalence is key to success in treatment.
- Joining with reasons why a client wants to change will force him/her to protect the side that doesn't want to change.

Roll with Resistance



- Use momentum to your advantage.
- Try to shift perceptions.
- New perspectives are invited, not imposed.
- Clients are valuable (best?) resource in finding solutions.

Support Self-Efficacy

- Belief in possibility of change is critical.
- Client is responsible for choosing and carrying out change.
- There is hope in the range of alternatives available.



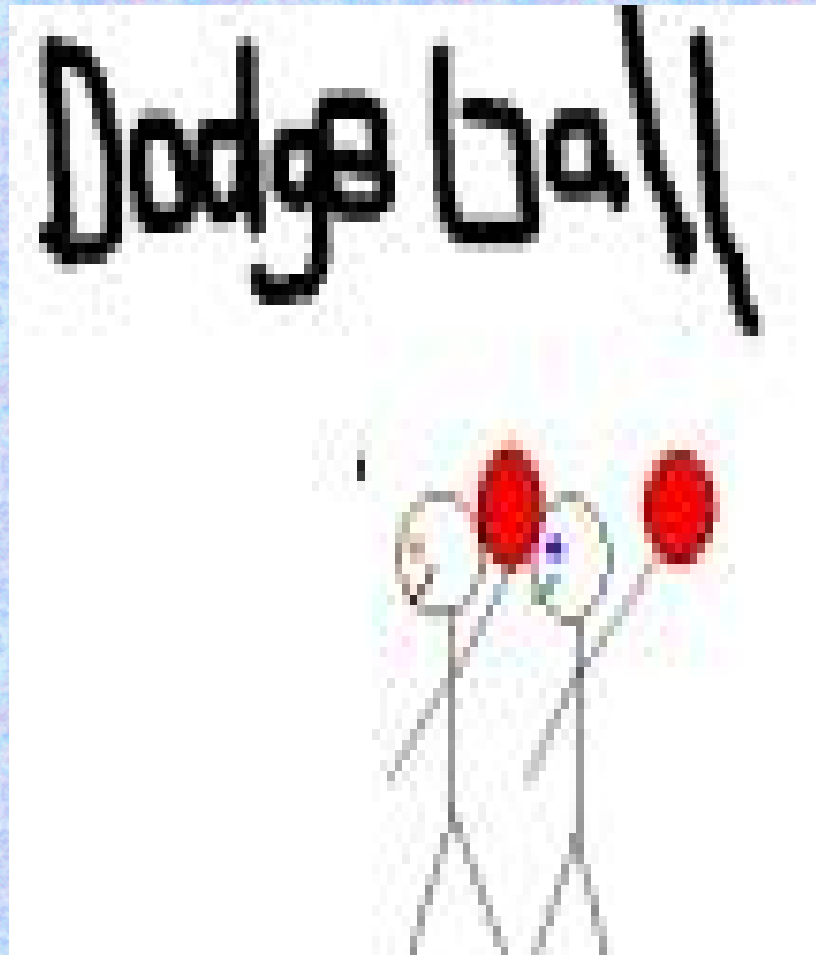
MICRO-SKILLS(OARS)

- Open Ended Questions
- Affirm The Person
- Reflect What the Person Says
- Summarize Perspectives on Change

Checking it Out- “Real” Play

- Think back to the behavior that you have been considering changing, but about which you are ambivalent.
- In triads, have one person be the speaker, other listener practicing OARS, and other observer. Talk about your change and listener try to use OARS.

Exercise



Moving Toward Action

Key Components

- “Change Talk”
- Readiness Ruler
- Ask What’s Next
- Support Self-efficacy

Change Talk

- aka Self motivational statements

- Types: DARN C

D = desire statements

A = ability statements

R = reasons statements

N = need statements

C = commitment language

Exercise

- Imagine a conversation/session with a tough client or drug court participant
- What have you heard or would you like to hear from this particular participant?
- Now, go stand under the letter representing the type of statement

Signs of Readiness for Change

- Good evocative questions...questions that elicit change talk
 - It sounds like you enjoy marijuana, why would want to quit marijuana anyhow?
 - What do you think keeps you from abstaining?

“Change Talk”

- Often times we miss change talk and only hear the reasons not to change

Sample exchange:

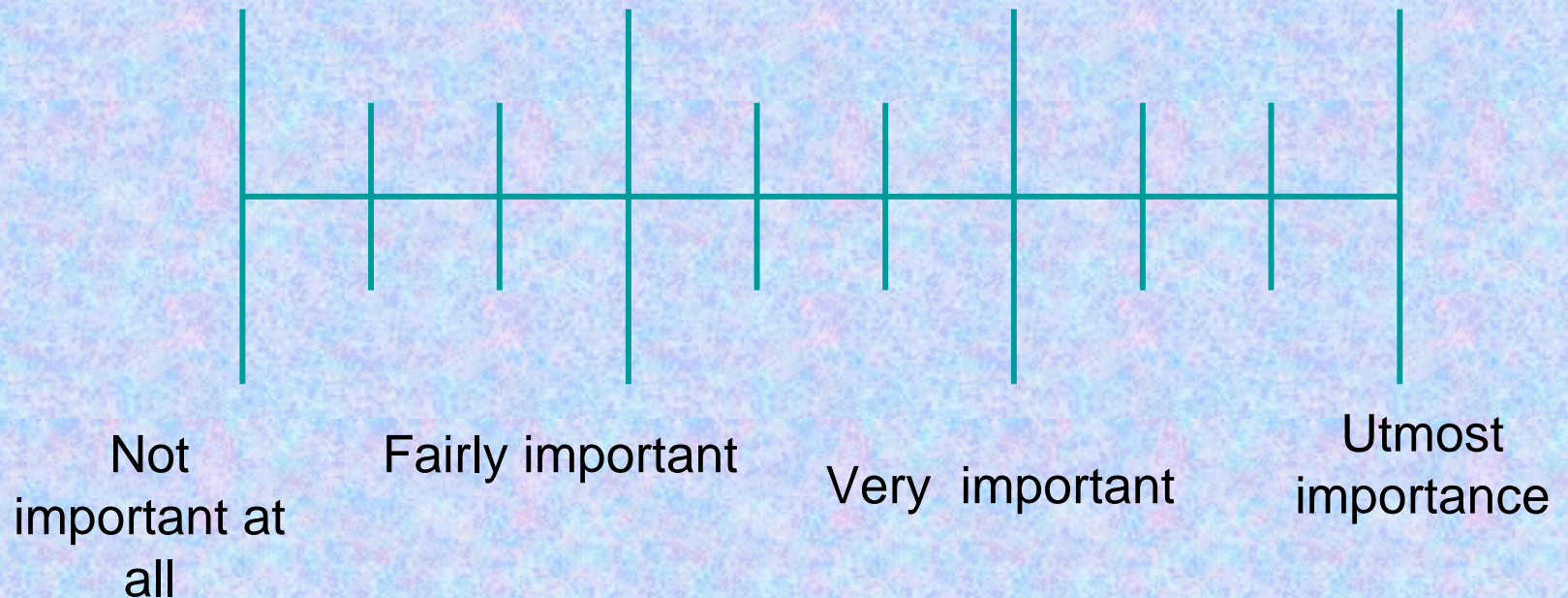
- Elicit---possibly by an open ended question
- Provide---information, feedback, reflection, etc.
- Elicit---find out client's reaction to what was provided and how it was provided.

Readiness Rulers

- Use to help clarify participants perception of the **level of importance**
- Use to help clarify participants perception of the **level of confidence they can change**

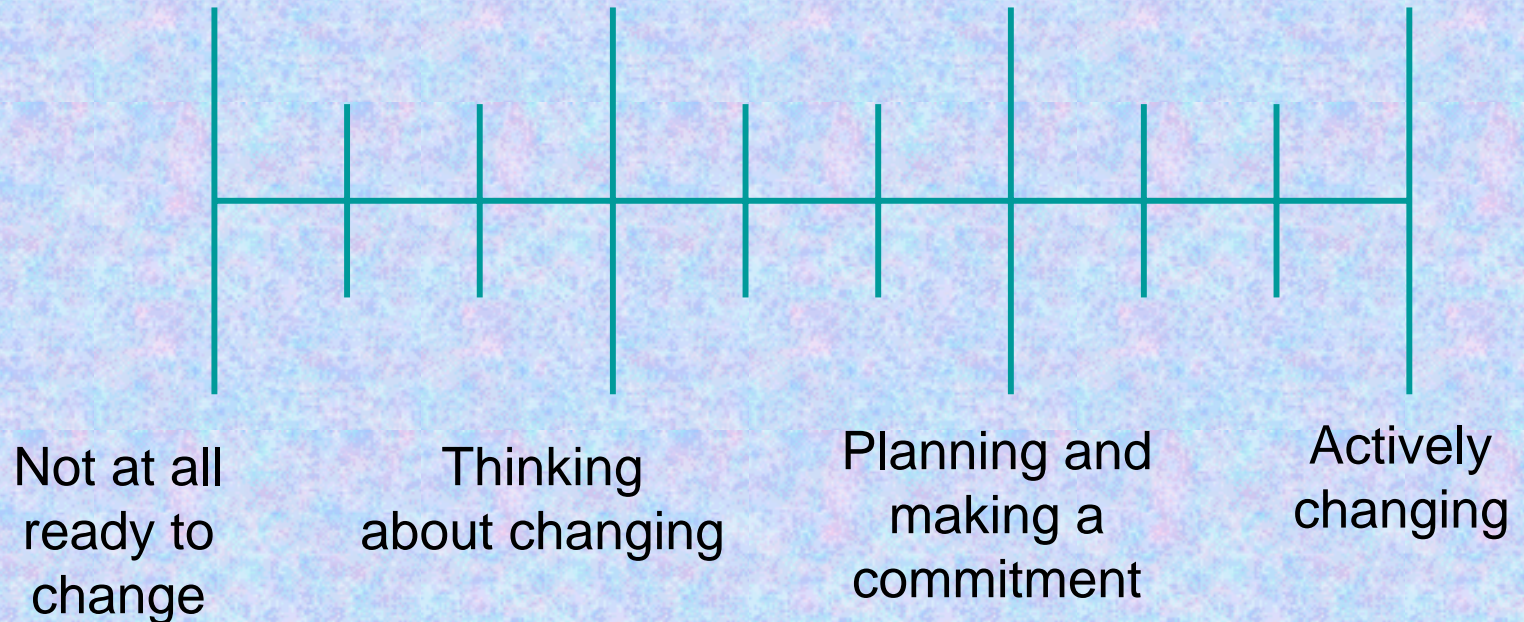
Importance Ruler

On the following scale, which point best reflects how important it is to you at the present time to change_____?



Confidence Ruler

On the following scale, which point best reflects how confident you are at the present time to change_____?



Goal-Setting/What Is Next

- More Directive
- Therapist Takes Active Role
- Specific Feedback Given
- Problem Ownership Stays with Client

How MI Works with Other Interventions

- Easy to add-on or use in complimentary fashion
- Helps facilitate the DARN- C
- Continues the counseling process with next steps

Cognitive Behavioral Theory, Motivational Enhancement Theory and the 12-steps

- ✓ May seem oppositional on the surface, but inherently the concepts have the same goal.
- ✓ Change the way issues are conceptualized, hence changing their behavior.

Cognitive Behavioral Theory, Motivational Enhancement Theory and the 12-steps

The 12-step process is a process of Cognitive Restructuring with a foundational setup equivocal to that of Prochaska and DiClemente's Stages of Change.

Cognitive Behavioral Theory, Motivational Enhancement Theory and the 12-steps

The 12-step program looks at and addresses considerable long-term faulty beliefs and maladaptive cognitions. With the assertion that in order to recover, these must change.

(DiClemente, 1993)

Summary

- People often *recycle* through the stages before becoming successful in making a behavior change.
- A variety of processes and motivational counseling strategies can be used to help move people along in the change process.

Summary

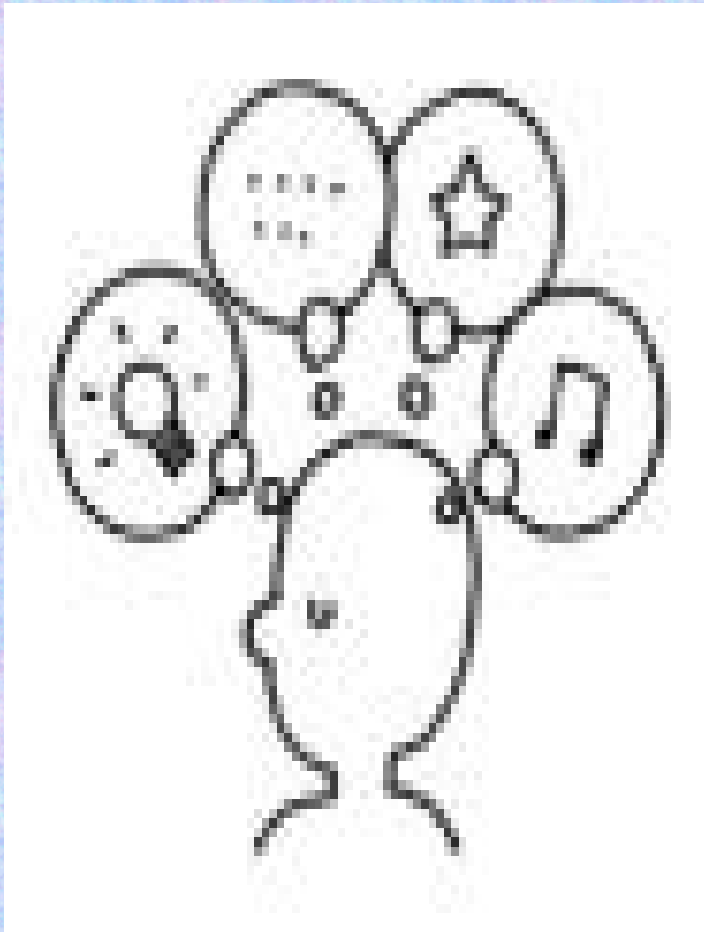
- MI is a counseling style rather than a set of techniques.
- The Stages of Change are integral.
- Four Principles and OARS are the basics.
- Knowing how to address a client's ambivalence can strengthen your ability to promote change.

Summary

- Change is a dynamic process
- The change process is individual
- We can effect change
- We have the basic tool- ourselves

All we need is the commitment

Application



- How can you apply the concepts learned to your drug court ?
- What are your next steps?

Resources

- CSAT TIP 35 manual, Enhancing Motivation for Change in Substance Abuse Treatment (1999).
- Miller, W. R. & Rollnick, S. (2002). *Motivational Interviewing: Preparing people for change*. New York: The Guilford Press
- Prochaska, J., DiClemente, C. C. (1984). *The transtheoretical approach: Crossing traditional boundaries of therapy*. Homewood, IL: Dow Jones/Irwin.
- Prochaska, J. O., Norcross, J. C., & DiClemente, C. C. (1994). *Changing for good*. New York: Avon Books.
- www.motivationalinterview.org

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